

GLC810 - Human Resource Development

(3 credit hours)

Course Syllabus

Course Description

The course examines core theoretical principles and practice related to the concept of Human Resource Development (HRD), Talent Development (TD), and Reskilling. Students will examine and critique contemporary research literature and theory across a continuum of human resource, talent development, and reskilling topic areas. Emphasis will be placed on theory and practice in contemporary organizations and institutions with focus on incorporating cross-cultural application within a global environment.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Review the field of Human Resource Development and assess its relevance to contemporary organizations.
2. Critically analyze the theoretical framework of Human Resource Development, Talent Development, and Reskilling and relate how they apply to contemporary organizations.
3. Analyze the continuum of human resource development methods and apply them to your organization.
4. Analyze the continuum of talent development and apply them to your organization.
5. Analyze the continuum of reskilling methods and apply them to your organization.
6. Articulate the practice of Human Resource Development, Talent development, and Reskilling programs in cross-cultural contexts and determine the degree to which they are applicable.
7. Evaluate Human Resource Development, Talent Development and Reskilling program's contribution to organizational performance.

Textbook(s) and Resources

Werner, J. (2022). *Human resource development* (8th Ed.). Cengage.

Swanson, R. (2022) *Foundations of human resource development* (3rd Ed.) Berrett-Koehler.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this class you should plan your time wisely. With our accelerated, seven-week term, you should reserve roughly **twenty (20) hours per week** to complete readings and assignments. To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial forum discussion posts are due by **11:55 p.m. ET** on **Wednesdays** and response posts are due by **11:55 p.m. ET** on **Saturdays**.
4. Major assignments and reflections are due by **11:55 p.m. ET** on **Sundays**.

Learning Activities

Assessments for this class consist of the following graded learning activities: One **forum discussion** per week; one **written analysis** paper in weeks 1-6, and a **final project** (Organizational Performance Plan). All assignments emphasize high-order cognitive tasks that challenge you to internalize core concepts and course skills.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Activity	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Discussion	50	50	50	50	50	50	50	350
Written Analysis	50	100	100	100	100	100	--	550
Project	--	--	--	--	--	--	100	100
Total	100	150	150	150	150	150	150	1000

Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | F: <69%

Course Schedule and Weekly Checklist

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
<p>Week 1: Overview of Human Resource Development</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 1.1 (Forum): Meet Your Peers <input type="checkbox"/> WED: Activity 1.2 (Forum): World View of Human Resource Development <input type="checkbox"/> SAT: Activity 1.1 & 1.2 Forum Responses <input type="checkbox"/> SUN: Activity 1.3: Analysis of Five Consulting Company Websites
<p>Week 2: Theory and Paradigms of HRD</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 2.1 (Forum): Theoretical Foundations of HRD <input type="checkbox"/> SAT: Activity 2.1 Forum Responses <input type="checkbox"/> SUN: Activity 2.2: The Paradigms of Learning and Performance
<p>Week 3: HRD Methods</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 3.1 (Forum): Human Resource Development <input type="checkbox"/> SAT: Activity 3.1 Forum Responses <input type="checkbox"/> SUN: Activity 3.2: Methods and Learning and Performance Paradigms
<p>Week 4: Talent Development Methods</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 4.1 (Forum): Effectiveness of Talent Development Methods <input type="checkbox"/> SAT: Activity 4.1 Forum Responses <input type="checkbox"/> SUN: Activity 4.2: Comparison of HRD and TD
<p>Week 5: Reskilling Methods</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 5.1 (Forum): Reskilling Needs in Your Organization <input type="checkbox"/> SAT: Activity 5.1 Forum Responses <input type="checkbox"/> SUN: Activity 5.2: Value Proposition of Reskilling
<p>Week 6: Cross-cultural Applications</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 6.1 (Forum): Your Organization's Cultural Profile <input type="checkbox"/> SAT: Activity 6.1 Forum Responses <input type="checkbox"/> SUN: Activity 6.2: Hofstede vs. Cross-Cultural Dimensions Models
<p>Week 7:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> WED: Activity 7.1 (Forum): Contributions of Organizational Performance

Topic	Learning Activities (Due by 11:55 p.m. ET on day designated)
Organizational Performance	<input type="checkbox"/> SAT: Activity 7.1 Forum Responses <input type="checkbox"/> SUN: Activity 7.2: Organizational Performance Plan

Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another's academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements in any given week are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the [Support, Policies, and Procedures](#) addendum.